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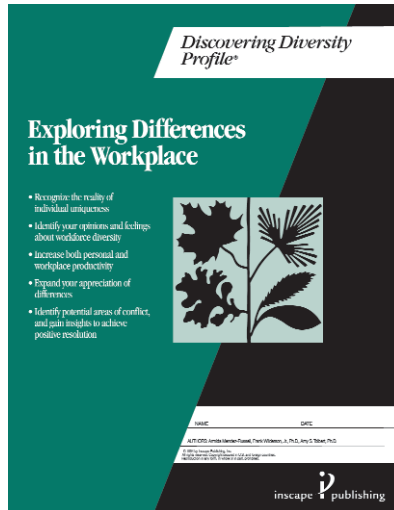
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# Discovering Diversity Profile®

## Helping People Capitalize on Differences



## Building a bridge to understanding and finding strength in diversity

As the dramatic shift to a highly diverse workforce continues, organizations — large and small — know they must help all workers understand, accept, and capitalize on differences. They know the cultural backgrounds and experiences of diverse employees and customers can enrich the organization, making it more innovative and globally competitive. But realizing the benefits of diversity means meeting the diversity challenge through self-awareness, understanding, and commitment.

That commitment must begin at the top. Leaders who truly value diversity want more than compliance. They know hidden resentments and misperceptions impact company productivity, profitability, and employee motivation and satisfaction. And they know commitment to diversity grows only as self-awareness and personal accountability flourishes within the organization.

The *Discovering Diversity Profile*® helps employees learn how they personally respond to workforce diversity issues, and where they need to develop increased understanding. It is the foundation on which authentic communication, acceptance, teamwork, and successful futures will be built.

### Explore Diversity Issues in Four Key Areas

The *Discovering Diversity Profile* provides a safe, confidential way to explore the complex issues surrounding diversity. This self-directed learning instrument guides employees through a journey of self-discovery as they respond to 80 questions in four key areas:

**Knowledge** – *Stereotypes* and *Information* are assessed as employees explore what they actually know about differences and where that knowledge comes from.

**Understanding** – *Awareness* and *Empathy* are measured as employees discover how willing they are to put themselves in a position to feel what others may be feeling.

**Acceptance** – *Tolerance* and *Respect* are examined as employees assess how patient and respectful they are of diverse behaviors and backgrounds.

**Behavior** – *Self-Awareness* and *Interpersonal Skills* are measured as insight is provided into how employees act out their attitudes toward others.

# Discovering Diversity Profile<sup>®</sup> *(continued)*

## Discover Your “Comfort Level” with Differences

After recording and tallying responses to the profile, learners are guided through a confidential interpretation process that identifies their present attitudes about workforce diversity. They quickly assess their level of comfort — or discomfort — with differences by using a simple feedback grid that corresponds to the four diversity areas.

Current feelings, opinions, knowledge, and skills are pinpointed. The impact of individual comfort level on workplace effectiveness is clarified. And specific suggestions for improving individual understanding of diverse groups are included.

## Gain Insight, Take Action, Value Diversity

The *Discovering Diversity Profile*<sup>®</sup> helps people in your organization:

- discover their personal comfort level with people who are different from themselves
- understand the impact of their behavior on others
- assess the accuracy of their knowledge about differences
- limit the influence of stereotypes
- reduce conflict
- transform knowledge into acceptance and empathy
- embrace diversity as a source of organizational strength

### Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing’s self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success. Organizations like yours use Inscape’s resources to provide a common language, helping people capitalize on differences to achieve uncommon results.

## Related Products

The *Discovering Diversity Profile* Facilitator’s Kit provides everything trainers need to administer the *Discovering Diversity Profile* in facilitated sessions. The kit includes research and technical background, a fully scripted seminar, presentation materials on CD-ROM, and two profiles. Contact your Inscape Publishing Authorized Distributor for details.